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Subj.

6 JUL 1970

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT : Extension of Retirement Travel Benefits to CSC Retirees
Who Retire at Headquarters [REDACTED]

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1. Subject proposal has a history of reappearing in variant forms since the Executive Director-Comptroller raised the issue in May 1968. Even before then, the desirability of providing a retirement travel benefit to CSC retirees, or certain CSC retirees, was considered by our Office and later on by the Administrative Authorities Committee. In each instance, a negative conclusion was reached. After the Executive Director raised the question in 1968, the subject proposal was reexamined on several occasions by O/DOS, OP, and the Travel Policy Committee.

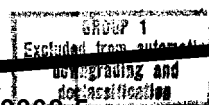
2. I believe it is unnecessary to rehash, in a new paper, all of the arguments that have been advanced on both sides of the question to date. Given the importance and persistence of the subject, however, I believe all pertinent papers should be made available to interested officials for their appraisal. At this juncture, I think the Office of Personnel can be most helpful by reaffirming which of the many relevant factors bearing upon this problem should weigh most heavily in reaching a final decision.

a. While the Office of Personnel cannot judge the legality of paying travel benefits to all CSC retirees, we can observe such authority either does not exist or is not utilized elsewhere in the Government -- certainly not in the Foreign Service where the domestic travel entitlement is only available to Foreign Service retirees, not Civil Service retirees.

b. If our General Counsel determines it is legally possible for the Agency to extend retirement travel to all or some CSC retirees, who retire within the United States, the testing of this authority by those positively benefited is unlikely. Once, however, we differentiate between our own Agency CSC retirees, i.e., by conferring the right upon some and not others, or once we authorize a unique benefit for Agency CS retirees unavailable to others in the Federal Service, we will run the risk of precipitating adverse public reactions and possible court tests, with ultimate consequences that cannot be fully perceived.

c. In addition to the possibility of a legal question emerging outside our halls, there is an equally serious vulnerability to public criticism for arrogating to ourselves in this Agency a privilege not

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allowed elsewhere in Government. The possibility of bad publicity is always something to be assessed in policy making.

d. It is difficult to identify substantial numbers of "rotatable" Civil Service retirees in the Agency who do not also meet basic tests for CIARDS participation. For example, it is hard to rationalize how employees could be considered "rotatable" for the purpose of retirement travel if they could not meet the modest prerequisite of five years' overseas service needed for CIARDS retirement. The concept of rotation as an obligatory "state of readiness for overseas service" if and when called upon is even more murky and of questioned validity. In a time when many of our employees desire overseas but cannot get there for lack of opportunity the notion that most of our employees tour back and forth on rotation is a myth, at least in many areas of the Agency. The Office of Personnel previously reviewed rotational policies [REDACTED] that most of the personnel who are subject to considerable rotation to and from overseas are already covered under CIARDS. It should be remembered, also, that the CIA Retirement Board gives full considera-

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e. The Administrative Authorities Committee thought about this problem on a number of occasions. It saw the relationship between the overseas rotation of FSO's and CIARDS participants, in no small part because Congressional approval of the CIA Retirement Act was predicated upon the analogy, but the Committee could not go beyond this relationship. Accordingly it did not advocate, either conceptually or legally, that the administrative authority of the Secretary of State should be invoked to provide a retirement benefit not extended to CSC retirees within the Department.

3. Having reviewed the key arguments in dissent to the extension of retiree travel to other than CIARDS participants, I believe there remains a fundamental dichotomy of thinking in the rationalization of retiree benefits and retirement travel that should be resolved. The Agency carefully built and obtained approval of a preferred retirement system for CIARDS-designated people and subsequently provided a derivative domestic retirement travel benefit for CIARD participants. We should face the question whether or not the Agency should abandon the distinction between CSC and CIA retirees for domestic retirement travel while presumably preserving it as a basis for retirement rights. It seems inappropriate, as a matter of policy, to go these separate ways. This is a time of transition in the administration of the CIARD system, e.g., current efforts to raise the quota and numerous reviews [REDACTED] determine its applicability as CIARDS qualifying service. The appropriateness of extending a new travel benefit to CSC retirees should be considered within the framework of an overall review of the Agency's current and future retirement

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needs and ground rules. Lacking such a comprehensive assessment, I believe the Office of Personnel should confine its support to actions by the Retirement Board in considering individual cases of employees whose overseas service approaches the five years' requirement for CIARDS participation.


Deputy Chief
Plans and Analysis Division

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